

INTRODUCTION

The Missouri Department of Transportation (MoDOT) is responsible for five major transportation systems—state highways, aviation, waterways, transit, and railroads. These responsibilities include the total operation of the state highway system, including highway location, de-sign, construction, and maintenance of over 32,000 miles of roads and more than 9,000 bridges, the sixth largest highway system in the nation. In addition, the department cooperates and coordinates with owners and operators in the development and improvement of airports, rail facilities, water sports, and the operation cost of transit systems; through the administration of both state and federal programs and funds.

As a recipient of federal funds, MoDOT must comply with the laws, statutes, and regulations that make up the Title VI/Nondiscrimination requirements. MoDOT's intent is not to discriminate in any of its programs and activities. Discrimination being that act or action, whether intentional or unintentional, the effect of which is that a person, because of race, color, gender, national origin, age, disability, or familial status, has been excluded from participation in, denied the benefits of, or has been otherwise subjected to unequal treatment under any Mo-DOT program or activity.

MoDOT's Nondiscrimination Statement:

No person in the United States shall, on the grounds of race, color, national origin, sex, disability, age, or familial status, be excluded from participation in, be denied the benefits of, or be other-wise subjected to discrimination under any program or activity of the Missouri Department of Transportation (MoDOT).

Remember: You are prevented by law from being intimidated, threatened, coerced or retaliated against for filing a complaint of discrimination. Complaints are kept confidential. Anyone participating in the investigation is also prevented from being intimidated, threatened, coerced or retaliated against for participating in the investigation.

COMPLAINT PROCEDURES

Any person or special class of individuals who feel they have been subjected to discrimination because of their race, color, sex, national origin, age, disability or familial status, with regards to any MoDOT program or activity, may file a written complaint directly to MoDOT's External Civil Rights Office. Complaints must be filed in writing within 180 days after (a) the date of the alleged discrimination or (b) where there has been a continuing course of discrimination, the date on which the discrimination discontinued. The complaint should include:

- Your name, address, and telephone number.
- The name and address of the person, agency, institution, or department you believe discriminated against you.
- How, why, and when you believe you were discriminated against. Include as much specific, detailed information as possible about the alleged acts of discrimination, and any other relevant information.
- The names of any persons, if known, who could be contacted for clarity of your allegations.
- Your complaint must be signed.

For additional information or if you believe a recipient has discriminated against you or others protected by Title VI, you may inquire and/or file a complaint with MoDOT.

Please direct your inquiries and complaints to:

MoDOT Office of External Civil Rights
Attn: Title VI Program Coordinator
1617 Missouri Blvd
P.O. Box 270
Jefferson City, MO 65102
573-526-2978
<http://www.modot.org/titlevi/>

Individuals and organizations may also file a Title VI complaint with the FTA or FHWA by completing a Title VI complaint form. Complaints must be signed, include contact information and mailed to:

Federal Transit Administration
Office of Civil Rights
Attn: Title VI Program Coordinator
East Building, 5th Floor – TCR
1200 New Jersey Avenue, SE
Washington, DC 20590
http://www.fta.dot.gov/civilrights/title6/civil_rights_5104.html

Federal Highway Administration
Office of Civil Rights
Attn: Title VI Program Coordinator
8th Floor E81-314
1200 New Jersey Avenue, SE
Washington, DC 20590



Title VI/ Nondiscrimination and the Missouri Department of Transportation

Kevin Keith
Director

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External Civil Rights Director
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Missouri Department of Transportation
Statement of Policy
Title VI/Nondiscrimination

It is the intent of the Missouri Department of Transportation to comply with the requirements of Title VI of the Civil Rights Act of 1964 and all related nondiscrimination statutes, regulations, and laws.

The department will ensure that no person shall on the grounds of race, color, sex, national origin, age, disability, or familial status, be excluded from participation in or be denied the benefits of, any program or activity receiving federal financial assistance. Based on the 1987 Civil Rights Restoration Act, the department, as recipient of federal financial assistance, will ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

The department intends to fully comply with the requirements of Executive Order 12898, "Environmental Justice in Minority and Low Income Populations," to identify and avoid "disproportionately high and adverse" effects on minority, low income populations, and human health.

The department, will, when necessary and appropriate, review, update, and incorporate all related nondiscriminatory laws. Title VI and all related nondiscrimination requirements will be integrated in to appropriate manuals, directives, and regulations.

Efforts will be made to encourage, develop, and implement Disadvantaged Business Enterprise Programs to ensure that all affected groups, including minorities and females, are afforded the opportunity to participate both in state and federal assisted programs as contractors, subcontractors, suppliers, or vendors.

**TITLE VI/NONDISCRIMINATION
LEGISLATION**

Title VI/Nondiscrimination laws, statutes and regulations include, but are not limited to, the following:

- Title VI of the Civil Rights Act of 1964 - prohibits discrimination the basis of race, color, and national origin. (49 CFR 27)
- Federal-Aid Highway Act of 1973 - prohibits discrimination on basis of sex in Federal-aid highway programs. (23 U.S.C. 324)
- Section 504, Rehabilitation Act of 1973 - prohibits discrimination on the basis of disability. (49 CFR 27)
- Age Discrimination Act of 1975 - prohibits discrimination on the basis of age.
- The Civil Rights Restoration Act of 1987 - restored broad institution-wide coverage of nondiscrimination statutes to all programs and activities of any federal recipient. Applicable laws affected consist of Title VI of the 1964 Civil Rights Act, Title IX of the 1972 Education Amendments, the Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973.
- Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination on the basis of a disability.
- Title VIII of the 1968 Civil Rights Act as amended - prohibits discrimination in the sale or rental of housing (applicable in the right-of-way and relocation phase of the Federal-aid highway program) on the basis of race, color, religion, national origin, disability, familial status and sex.
- Environmental Justice (Executive Order 12898) - requires federal recipients to administer and implement programs, policies, and activities that affect human health or environment so as to identify and avoid "disproportionately high and adverse" effects on minority and low-income populations.
- Limited English Proficient Persons (Executive Order 13166) - requires federal aid recipients to take reasonable steps to ensure meaningful access to their services to limited English proficient persons.

MoDOT's RESPONSIBILITIES

The functional units of MoDOT are responsible for ensuring nondiscrimination within their activities and programs. This is accomplished by:

- Incorporation of Title VI/Nondiscrimination requirements into appropriate manuals, directives, and regulations relating to the functional units area of operation;
- Incorporation of Title VI/Nondiscrimination requirements into the designing and planning phases of project development;
- Development of procedures to advise beneficiaries of all nondiscrimination laws;
- Maintain documentation of their nondiscrimination activities;
- Ensure that manpower and budget appropriations are adequate to accomplish nondiscrimination commitments within their functional unit;
- Ensure that federally-funded contracts with consulting firms contain Title VI/Nondiscrimination assurances and the consultants comply with the assurances;
- Encourage Disadvantaged Business Enterprise (DBE) participation in their program area.

Office of External Civil Rights

The External Civil Rights Office is responsible for the coordination of the Title VI/Nondiscrimination plan and program within MoDOT. These responsibilities include:

- Monitor Title VI/Nondiscrimination compliance;
- Forward complaints to the Inspector General's Office for investigation, when necessary;
- Submit an annual update summarizing nondiscrimination accomplishments and planned activities to the appropriate Federal Agencies;
- Provide technical assistance to Title VI/Nondiscrimination Officials and other department personnel;
- Provide training to all MoDOT staff and consultants in Title VI and non-discrimination laws and procedures;
- Review the Title VI/Nondiscrimination activities of each program to ensure compliance with nondiscrimination requirements;
- Consult with and keep the Director of Transportation informed on Title VI/Nondiscrimination Programs activities.